

**LEGISLATIVE SERVICES AGENCY  
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**FISCAL IMPACT STATEMENT**

**LS 7109**

**BILL NUMBER:** HB 1250

**NOTE PREPARED:** Jan 5, 2009

**BILL AMENDED:**

**SUBJECT:** Civil rights.

**FIRST AUTHOR:** Rep. Sullivan

**FIRST SPONSOR:**

**BILL STATUS:** As Introduced

**FUNDS AFFECTED:** ☒ **GENERAL**  
☒ **DEDICATED**  
☐ **FEDERAL**

**IMPACT:** State & Local

**Summary of Legislation:** This bill extends antidiscrimination and civil rights statutes to include prohibiting discrimination based on sexual orientation, gender identity, national origin, age, disability, and ancestry.

**Effective Date:** July 1, 2009.

**Explanation of State Expenditures:** *Civil Rights Commission:* The bill adds sexual orientation, gender identity, national origin, and ancestry to the types of discrimination claims undertaken by the state's Civil Rights Commission. The Civil Rights Commission may investigate discrimination claims, award back wages, and institute administrative changes within an offending entity. Expanding the jurisdiction of the Civil Rights Commission to include discrimination based on sexual orientation, gender identity, national origin, age, disability, and ancestry will likely increase the Commission's workload. The proposal's ultimate impact on the Commission will depend on the number of cases initiated at the Commission.

Any funds and resources required by the Commission could be supplied through a variety of sources, including: (1) existing resources not currently being used to capacity; (2) funds that, otherwise, would be reverted; or (3) new appropriations. As of October 31, 2008, there were five personnel vacancies within the Commission. Ultimately, the source of funds and resources required to satisfy the requirements of this bill will depend upon legislative and administrative actions. This bill does not contain an appropriation.

**Explanation of State Revenues:** *Penalty Provision:* If extending antidiscrimination and civil rights statutes to include prohibiting discrimination based on sexual orientation, gender identity, national origin, and ancestry results in additional court cases and more fines being collected, revenue to both the Common School Fund (from fines) and the state General Fund (from court fees) would increase. However, any additional

revenue would likely be small.

**Explanation of Local Expenditures:**

**Explanation of Local Revenues:** *Penalty Provision:* If additional court actions occur and a guilty verdict is entered, local governments would receive revenue from court fees. However, any change in revenue would likely be small.

**State Agencies Affected:** All; Civil Rights Commission.

**Local Agencies Affected:** All; Trial courts, local law enforcement agencies.

**Information Sources:** *State of Indiana HRM Detail Staffing Report, 10/31/08.*

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